

**DECLARATION AND POWER OF ATTORNEY FOR
PATENT APPLICATION**

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

System and Method for Improved Personnel Compensation Planning Factors

the specification of which (check one)

X is attached hereto.

— was filed on _____
as Application Serial No. _____
and was amended on _____ (if applicable).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the patentability of this application in accordance with Title 37, Code of Federal Regulations, §1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application.

I hereby claim foreign priority benefits under Title 35, United States Code, §119(a)-(d) or (f), or § 365(b) of any foreign application(s) for patent, inventor's or plant breeder's rights certificate(s), or § 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, any foreign application for patent inventor's or plant breeder's rights certificate(s) or any PCT international application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application(s):

Priority Claimed Certified Copy Attached

____ Yes ____ No ____ Yes ____ No
(Number) (Country) MM/DD/YYYY

I hereby claim the benefit under Title 35, United States Code, §120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the

first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information material to the patentability of this application as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial #)	(Filing Date)	(Status)
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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

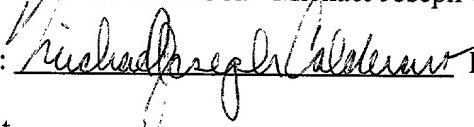
POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

John W. Henderson, Jr., Reg. No. 26,907; James H. Barksdale, Jr., Reg. No. 24,091; Thomas E. Tyson, Reg. No. 28,543; Robert M. Carwell, Reg. No. 28,499; Jeffrey S. LaBaw, Reg. No. 31,633; Douglas H. Lefeve, Reg. No. 26,193; Casimer K. Salys, Reg. No. 28,900; David A. Mims, Jr., Reg. No. 32,708; Volel Emile, Reg. No. 39,969; Leslie A. Van Leeuwen, Reg. No. 42,196; Christopher A. Hughes, Reg. No. 26,914; Stanley B. Green, Reg. No. 24,351; John E. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; Marilyn S. Dawkins, Reg. No. 31,140; Cynthia S. Byrd, Reg. No. 39,365; Joseph T. Van Leeuwen, Reg. No. 44,383.

Send correspondence to:

**Joseph T. Van Leeuwen
P.O. Box 81641
Austin, Texas 78708-1641**

FULL NAME OF SOLE OR FIRST INVENTOR: Michael Joseph Calderaro

INVENTOR'S SIGNATURE:  DATE: 6/28/01

RESIDENCE: 401 Explorer St.
Austin, Texas 78734

CITIZENSHIP: USA

POST OFFICE ADDRESS: 401 Explorer St.
Austin, Texas 78734

FULL NAME OF SECOND INVENTOR: Robert John Castro

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE: 406 Autumngate Drive
Raleigh, North Carolina 27606

CITIZENSHIP: USA

POST OFFICE ADDRESS: 406 Autumngate Drive
Raleigh, North Carolina 27606

FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE: 2200 Heathrowe Place
Raleigh, North Carolina 27609

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2200 Heathrowe Place
Raleigh, North Carolina 27609

FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore

INVENTOR'S SIGNATURE: Lynn P. Lepore DATE: 6/28/01

RESIDENCE: 3877 Royal Troon Drive
Round Rock, Texas 78664

CITIZENSHIP: USA

POST OFFICE ADDRESS: 3877 Royal Troon Drive
Round Rock, Texas 78664

FULL NAME OF FIFTH INVENTOR: William Daniel Ordway, Jr.

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE: 8 Edgecombe Ct
Smithfield, North Carolina 27577

CITIZENSHIP: USA

POST OFFICE ADDRESS: 8 Edgecombe Ct
Smithfield, North Carolina 27577

FULL NAME OF SIXTH INVENTOR: Patricia E. Vickers

INVENTOR'S SIGNATURE: Patricia E. Vickers DATE: 6/28/01

RESIDENCE: 2213 Macaw Drive
Cedar Park, Texas 78613

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2213 Macaw Drive
Cedar Park, Texas 78613

IBM DOCKET NO. AUS9-2001-0236-US1

**DECLARATION AND POWER OF ATTORNEY FOR
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System and Method for Improved Personnel Compensation Planning Factors

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Send correspondence to:

**Joseph T. Van Leeuwen
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Austin, Texas 78708-1641**

FULL NAME OF SOLE OR FIRST INVENTOR: Michael Joseph Calderaro

INVENTOR'S SIGNATURE: _____ DATE: _____

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Austin, Texas 78734

CITIZENSHIP: USA

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Austin, Texas 78734

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FULL NAME OF SECOND INVENTOR: Robert John Castro

INVENTOR'S SIGNATURE: Robert John Castro DATE: 6/28/2001

RESIDENCE: 406 Autumngate Drive
Raleigh, North Carolina 27606

CITIZENSHIP: USA

POST OFFICE ADDRESS: 406 Autumngate Drive
Raleigh, North Carolina 27606

FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker

INVENTOR'S SIGNATURE: Corrine Glavin Krumenacker DATE: 6/28/2001

RESIDENCE: 2200 Heathrowe Place
Raleigh, North Carolina 27609

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2200 Heathrowe Place
Raleigh, North Carolina 27609

FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore

INVENTOR'S SIGNATURE: _____ DATE: _____

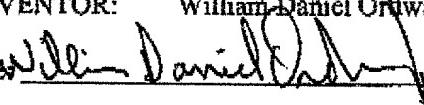
RESIDENCE: 3877 Royal Troon Drive
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CITIZENSHIP: USA

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Round Rock, Texas 78664

IBM DOCKET NO. AUS9-2001-0236-US1

FULL NAME OF FIFTH INVENTOR: William Daniel Ordway, Jr.

INVENTOR'S SIGNATURE:  DATE: June 24, 2001RESIDENCE: 8 Edgecombe Ct
Smithfield, North Carolina 27577

CITIZENSHIP: USA

POST OFFICE ADDRESS: 8 Edgecombe Ct
Smithfield, North Carolina 27577

FULL NAME OF SIXTH INVENTOR: Patricia E. Vickers

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE: 2213 Macaw Drive
Cedar Park, Texas 78613

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2213 Macaw Drive
Cedar Park, Texas 78613

ASSIGNMENT

Whereas we,

(1) Michael J. Calderaro of Austin
County of Travis and State of Texas

and

(2) Robert J. Castro of Raleigh
County of Wake and State of North Carolina

and

(3) Corrine G. Krumenacker of Raleigh
County of Wake and State of North Carolina

and

(4) Lynn P. Lepore of Round Rock
County of Williamson and State of Texas

and

(5) William D. Ordway, Jr. of Smithfield
County of Johnston and State of North Carolina

and

(6) Patricia E. Vickers of Cedar Park
County of Travis and State of Texas

have invented certain improvement in:

System and Method for Improved Personnel Compensation Planning Factors

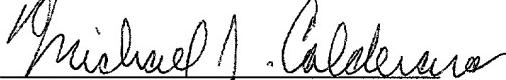
and executed a United States patent application therefore on

(Date Inventor Signed Declaration) (1) June 28, 2001; and
(2) _____, 2001; and
(3) _____, 2001; and
(4) June 28, 2001; and
(5) _____, 2001; and
(6) June 28, 2001.

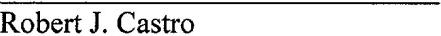
Whereas, INTERNATIONAL BUSINESS MACHINES CORPORATION, a corporation of New York, having a place of business at Armonk, New York 10504, (hereinafter called IBM), desires to acquire the entire right, title and interest in the said application and invention, and to any United States and foreign patents to be obtained therefore;

Now therefore, for a valuable consideration, receipt whereof is hereby acknowledged, I, the above named, hereby sell, assign, and transfer to IBM, its successors and assigns, the entire right, title and interest in the said application and invention therein disclosed for the United States and foreign countries, and all rights of priority resulting from the filing of said United States application, and I request the Commissioner of Patents to issue any Letters Patent granted upon the invention set forth in said application to IBM, its successors and assigns; and I hereby agree that IBM may apply for foreign Letters Patent on said invention and I will execute all papers necessary in connection with the United States and foreign applications when called upon to do so by IBM.

(1) Signed at Austin, TX on June 28, 2001.


Michael J. Calderaro

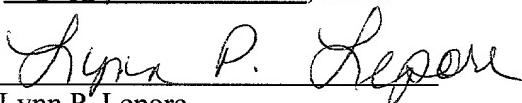
(2) Signed at _____ on _____, 2001.


Robert J. Castro

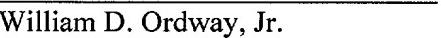
(3) Signed at _____ on _____, 2001.


Corrine G. Krumenacker

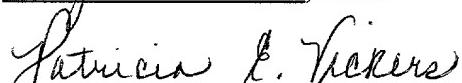
(4) Signed at Austin TX on June 28, 2001.


Lynn P. Lepore

(5) Signed at _____ on _____, 2001.


William D. Ordway, Jr.

(6) Signed at Austin, Texas on June 28, 2001.


Patricia E. Vickers

IBM DOCKET NO. AUS9-2001-0236-US1

ASSIGNMENT

Whereas we,

(1) Michael J. Calderaro of Austin
County of Travis and State of Texas

and

(2) Robert J. Castro of Raleigh
County of Wake and State of North Carolina

and

(3) Corrine G. Krumenacker of Raleigh
County of Wake and State of North Carolina

and

(4) Lynn P. Lepore of Round Rock
County of Williamson and State of Texas

and

(5) William D. Ordway, Jr. of Smithfield
County of Johnston and State of North Carolina

and

(6) Patricia E. Vickers of Cedar Park
County of Travis and State of Texas

have invented certain improvement in:

System and Method for Improved Personnel Compensation Planning Factors

and executed a United States patent application therefore on

(*Date Inventor Signed Declaration*) (1) _____, 2001; and

(2) June 28, 2001; and

(3) June 28, 2001; and

(4) _____, 2001; and

(5) June 24, 2001; and

(6) _____, 2001.

Whereas, INTERNATIONAL BUSINESS MACHINES CORPORATION, a corporation of New York, having a place of business at Armonk, New York 10504, (hereinafter called IBM), desires to acquire the entire right, title and interest in the said application and invention, and to any United States and foreign patents to be obtained therefore;

IBM DOCKET NO. AUS9-2001-0236-US1

Now therefore, for a valuable consideration, receipt whereof is hereby acknowledged, I, the above named, hereby sell, assign, and transfer to IBM, its successors and assigns, the entire right, title and interest in the said application and invention therein disclosed for the United States and foreign countries, and all rights of priority resulting from the filing of said United States application, and I request the Commissioner of Patents to issue any Letters Patent granted upon the invention set forth in said application to IBM, its successors and assigns; and I hereby agree that IBM may apply for foreign Letters Patent on said invention and I will execute all papers necessary in connection with the United States and foreign applications when called upon to do so by IBM.

(1) Signed at _____ on _____, 2001.

Michael J. Calderaro

(2) Signed at Raleigh, N.C. on June 28, 2001.

Robert J. Castro
Robert J. Castro

(3) Signed at Raleigh, N.C. on June 28, 2001.

Corrine G. Krumenacker
Corrine G. Krumenacker

(4) Signed at _____ on _____, 2001.

Lynn P. Lepore

(5) Signed at Raleigh, NC. on June, 28, 2001.

William D. Ordway, Jr.
William D. Ordway, Jr.

(6) Signed at _____ on _____, 2001.

Patricia E. Vickers